



EXCELLENCE • LEARNING • LEADERSHIP
ST JOHN'S & KING RICHARD
SCHOOLS FEDERATION

ANTI – BULLYING POLICY

St John's School

Why is an Anti-Bullying Policy necessary?

The School believes that its learners have the right to learn in a supportive, caring and safe environment without the fear of being bullied.

It is important therefore that the School has a clear written policy to promote this belief, where both learners and parents/carers are fully aware that any bullying complaints will be dealt with firmly, fairly and promptly.

Aims

- To fulfil School's statutory responsibility to respect the rights of children and to safeguard and promote their welfare.
- To address the problem of bullying through the implementation of the whole school policy and procedures.

What is Bullying?

Bullying is when people repeatedly and deliberately, hurt, harass or intimidate someone else by:

- Name-calling
- Leaving someone out
- Pinching, pushing, punching kicking or fighting
- Theft
- Being a member of a group of learners who intimidate others
- Interfering with someone else's property

Forms of Bullying covered by this Policy

Bullying can happen to anyone. This policy covers all types of bullying including:

- Bullying related to race, religion or culture.
- Bullying related to special educational needs.
- Bullying related to appearance or health conditions.
- Bullying related to sexual orientation.

- Bullying of young carers or looked after children or otherwise related to home circumstances.
- Sexist or sexual bullying.
- Cyber Bullying.

What is Cyber Bullying?

Cyber Bullying is when one person or a group of people aim to threaten, tease or embarrass someone else by using a mobile phone, the internet or other technologies.

Objectives of the policy

- To raise awareness among staff, learners, parents/carers about the issue of bullying to create an environment in which bullying is seen as unacceptable.
- To be proactive in the prevention of bullying.
- To make learners, parents/carers and staff aware of what steps to take when an incident of bullying has occurred.
- To demonstrate to bullies that their behaviour is unacceptable and to reassure victims that action will be taken to keep them safe.
- To address with bullies their problematic behaviour in a fair and firm manner in line.

Appendix A: Advice to Students and Parents/Carers

Something to do if you are being Bullied

- Tell yourself that you do not deserve to be bullied, and that it is wrong!
- Try not to show that you are upset, which is difficult.
- Avoid being in places that bullying happens.
- If you are different in some way, be proud of it!
- Stay with a group of friends/people. There is safety in numbers.
- Be assertive - shout "No!" Walk confidently away. Go straight to someone you trust.
- Speak to Parents, Carers, Form Tutor, any teacher you trust, Prefects, any other learners.
- If you feel you cannot talk to people you know about bullying, then you can contact a number of services. See the anti-bullying guidance in the planner.
- Avoid the temptation to send emails, txts or posts on Facebook that would only 'carry' a situation on.
- Do not react to such things if they are sent to you. Keep a copy of them so adults can 'see' what is going on.

If you know someone is being Bullied:

- TAKE ACTION! Watching and doing nothing looks as if you are on the side of the bully. It makes the victim feel more unhappy and on their own.
- If you feel you cannot get involved, tell an adult immediately. Teachers have ways of dealing with the bully without getting you into trouble.
- Do not be, or pretend to be, friends with a bully.

As a parent:

- Look for unusual behaviour in your children. For example, they may suddenly not wish to attend school, feel ill regularly, or not complete work to their normal standard.
- Always take an active role in your child's education. Enquire how their day has gone, who they have spent their time with, how lunch time was spent etc.
- If you feel your child may be a victim of bullying behaviour, inform the School immediately. Your complaint will be taken seriously and appropriate action will follow.
- It is important that you advise your child not to fight back. It can make matters worse!
- Tell your own son or daughter there is nothing wrong with him or her. It is not his or her fault that they are being bullied.
- Make sure your child is fully aware of the School policy concerning bullying, and that they will not be afraid to ask for help.
- Keep a close eye on the electronic messages being sent by or received by your child for example – interaction on sites such as Facebook.

Appendix B: External Agencies

If you feel you cannot talk to people you know about bullying, then you can contact one of the following services:

ChildLine

ChildLine is the UK's free, confidential helpline for children and young people. They offer advice and support, by phone and online, 24 hours a day. Whenever and wherever you need them, they'll be there. Call 0800 1111

Cybermentors

CyberMentors is a safe social networking site providing information and support for young people affected by bullying.

EACH

EACH has a freephone helpline for children experiencing homophobic bullying: **0808 1000 143**. It's open Monday to Friday 10am-5pm
NSPCC 01515474646

The websites below have lots of information and advice for anyone who has had experience of bullying.

The Child Exploitation and Online Protection Centre (CEOP) maintains a website for children and young people, and parents and carers about staying safe online:

Think UKnow

NSPCC **advice on bullying**

Childline **tips on bullying**

Need2Know **how to stop bullying**

Bullying Online **help for pupils**

Kidscape **who gets bullied?**

Young Anti-Bullying Alliance

The Young Anti-Bullying Alliance is a group of children and young people from all around the country determined to put an end to bullying. Supported by the Anti-Bullying Alliance, they have their own website.

Appendix C : Schools Response to Bullying

As a School:

- Organise the community in order to minimise opportunities for bullying, e.g. provide increased supervision at problem times.
- Use any opportunity to discuss aspects of bullying, and the appropriate way to behave towards each other, e.g. the PSHE / IS programme.
- Deal quickly, firmly and fairly with any complaints, involving parents.
- Review the School Policy and its degree of success.
- The School Staff will continue to have a firm but fair discipline structure. The rules should be few, simple and easy to understand.
- Not use teaching materials or equipment which gives a bad or negative view of any group because of their ethnic origin, sex, etc.
- Encourage learners to discuss how they get on with other people and to form positive attitudes towards other people. This includes a review of what friendship really is.
- Encourage learners to treat everyone with respect.
- We will treat bullying as a serious offence and take every possible action to eradicate it from our School.

Action to be taken when Bullying is suspected

If bullying is suspected we talk to the suspected victim, the suspected bully and any witnesses. If any degree of bullying is identified, the following action will be taken:- Help, support and counselling will be given as is appropriate to both the victims and the bullies:

We support the victims in the following ways:

- By offering them an immediate opportunity to talk about the experience with their class teacher, or another teacher or associate staff, if they choose.
- Informing the victims' parents/carers.
- By offering continuing support when they feel they need it. .

- Where the victim feels comfortable, a meeting can be set up between the victim and the bully.

We also discipline, yet try to help the **bullies** in the following ways:

- By talking about what happened, to discover why they became involved.
- Informing the bullies' parents/guardians.
- By continuing to work with the bullies in order to get rid of prejudiced attitudes as far as possible.
- Issue consequences that are appropriate to the situation.

Reviewed October 2015